

Crystal

Services plc

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Regional Offices in Heathrow & Dulwich
Company Registration No. 1812016
Registered in England and Wales

2018/2019 - REVIEW TO GENDER PAY GAP DATA – CRYSTAL SERVICES PLC

1. Difference in mean hourly rate of pay – mean 7%
2. Difference in median hourly rate of pay – median 3%
3. Difference in mean bonus pay – mean 2%
4. Difference in median bonus pay – median 36%
5. Percentage of employees who received bonus pay Male 44% Female 7%
6. Employers by pay quartile:

Upper quartile – Male 63% Female 37%

Upper middle quartile – Male 30% Female 70%

Lower middle quartile – Male 33% Female 67%

Lower quartile – Male 34% Female 66%

Written Statement:

We believe that monitoring the pay gap between men and women is crucial to ensuring everyone is fairly rewarded for their work and enjoys the same opportunities.



CLEANING



PEST CONTROL



WASHROOMS



REVIEW TO GENDER PAY GAP DATA – CRYSTAL SERVICES PLC
December 2017

1. Difference in mean hourly rate of pay – mean 7%
2. Difference in median hourly rate of pay – median 4%
3. Difference in mean bonus pay – mean 3%
4. Difference in median bonus pay – median 78%
5. Percentage of employees who received bonus pay Male 37% Female 5%
6. Employers by pay quartile:
 - Upper quartile – Male 35% Female 65%
 - Upper middle quartile – Male 48% Female 52%
 - Lower middle quartile – Male 48% Female 52%
 - Lower quartile – Male 35% Female 65%

Written Statement:

We at Crystal Services plc believe that monitoring the pay gap between men and women is crucial to ensuring everyone is fairly rewarded for their work and enjoys the same opportunities.